



North Carolina National Guard Strategic Plans Office

Quarterly Newsletter

April 2014

Volume 1, Issue 3

**Please submit
your ideas for
future projects!**

(see pg 6 for POCs)

Special points of interest:

- We are on Facebook!
Like our page at:
www.facebook.com/pages/NCNG-J5-Strategic-Plans-Organizational-Improvement

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Campaign Plan 2015-2019 Ready to publish (LTC Moore)

In April 2014, the North Carolina National Guard will publish the approved 2015-2019 Campaign Plan. Significant changes to the 2014-2018 Campaign Plan were the removal of two (2) goals and the addition of Goal 2. The Goals, briefed and approved by our TAG, are listed in order below:

1. Meet or Exceed Readiness Requirements
2. Reliable & Resilient Soldiers, Airmen, and Families
3. Strategically Align Facilities
4. Acquire Future Relevant Units and Capabilities
5. Become the Leader in Domestic Operations (DOMOPS)
6. Develop and Strengthen Relationships

During the upcoming Joint Planning Group meetings, each of the Goal office of primary responsibility (OPR) will begin developing their operations orders in support of the approved goals. In addition, each of the OPRs will further develop the metrics and measurements tied to each of these goals in order to measure effectiveness and performance.

The 2015-2019 Campaign Plan Magazine and supporting media will be published in August and distributed to the MSCs and staff during the Senior Leader Workshop in September.

NORTH CAROLINA NATIONAL GUARD

MISSION

On order, the North Carolina National Guard's *Always Ready-Ready Team* deploys military capabilities, in support of State and/or National authorities, in order to protect the lives and properties of fellow Citizens, defend the State and Nation, and secure our American way of life.

VISION

The North Carolina National Guard is the most Ready, Reliable, Responsive, and Relevant military force for our State and Nation.

Lines of Operation



Imperatives



ENDSTATE

The NCNG is postured to provide ready individuals, units, and force packages to both State and Federal authorities while garnering support of employers and communities for continued service.

Regional unrest in Moldova spurs increase in partnership with Moldova

NCNG Bolsters Partnership with Moldova in Response to Regional Unrest (MAJ Jackson)

The NC National Guard is poised to increase the number and value of engagements with Moldova throughout 2014. Russia's Annexation of Crimea on March 18, 2014 has set tensions in Eastern Europe at their highest levels since dissolution of the USSR in the early 1990s. Moldova is particularly concerned over Russia's actions, because Russia has supported the break-away region of Transnistria. Nearly 1/3 of the 500,000 Transnistrians, are ethnic Russia and even have dual citizenship. Following Crimea's annexation, the Transnistrians have now petitioned Russia to annex. Based on the Transnistria issue, and Russia's broader opposition to Moldova increasing ties with the European Union, Moldova has looked to the US for reassurances. The US has increased attention and support the Moldovans. On 4 December, US Secretary of State Kerry visited Moldova and on 3 March, Moldovan Prime Minister Vitu visited with President Obama and Vice President Biden. In response to the ongoing strategic activity, the North Carolina National Guard has become a vital player in demonstrating America's partnership with Moldova.

Under the State Partnership Program (SPP) and related activities, the NCNG is on track to conduct approximately 30 engagements with Moldova in FY2014 – an increase from 19 engagements in FY13 and 10 engagements in FY12. Foremost, NCNG is working with the Moldovan Army to develop and strengthen specific unit partnerships between (1) B/1/20th Special Force Company (NCNG) & the "Fulgars" Special Forces Battalion (MDA), (2) 105th Mili-

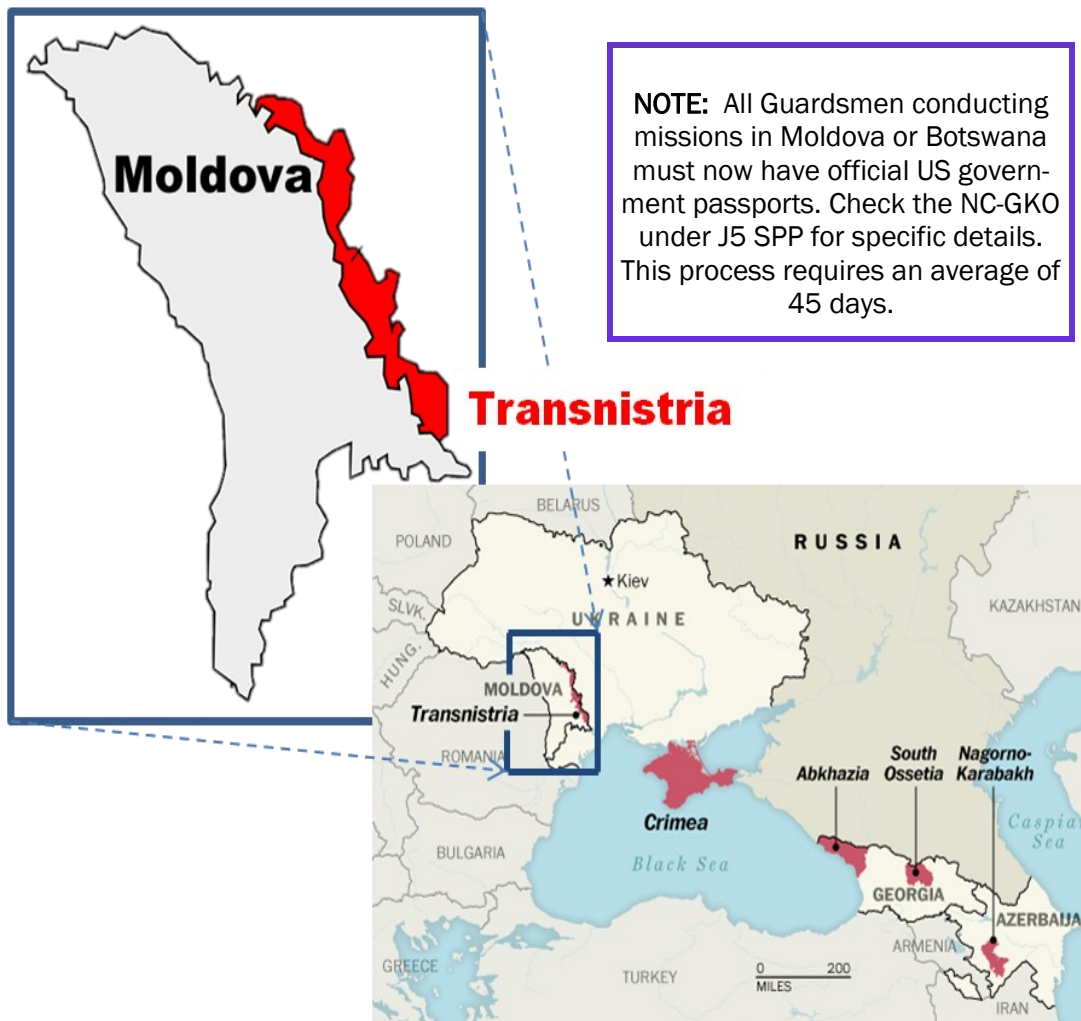
tary Police Battalion (NCNG) and the 22nd Peace Keeping Battalion (MDA), and the 130th Maneuver Enhancement Brigade (NCNG) and the 2nd Brigade (MDA).

Recent SPP engagements by the 130th Maneuver Enhancement Brigade and 30th Armor Brigade Combat Team helped prepare the Moldovan 22nd Peace Keeping Operations Battalion to deploy a reinforced platoon of peacekeepers to Kosovo, which began on 4 March 2014. The 60th Troop Command continues to conduct a wide variety of humanitarian assistance missions with Moldova, including Medical Services, Explosive Ordinance Disposal, and Emergency Management engagements. Likewise, the 145th Air Wing has conducted several cyber collaboration engagement with Moldovan Army computer specialist. Several emerging activities are under development to include a potential combined exercise with the newly formed Moldovan 21st Mechanized Peace Keeping Battalion and elements of the 130th MEB and a firefighting engagement with elements from the 449th Theater Aviation Group.

The State Partnership Program between the North Carolina National Guard and Moldova began in 1996, and the civilian bilateral agreement between North Carolina and Moldova has existed for nearly 10 years. Today, NCNG's strong State Partnership Program supports America's security cooperation with Moldova. NCNG's efforts reassure our Moldovan partners during *(continued on next page)*

NCNG Bolsters Partnership with Moldova in Response to Regional Unrest (MAJ Jackson) *(continued from previous page)*

this time of unrest, and encourage the Moldovan's to continue to foster international fair trade and democratic institutions. The high quality of engagements that our units conduct, and the personal relationships that they build, all demonstrate the Readiness, Reliability, Responsiveness and Relevance of our North Carolina National Guard!



<https://www.facebook.com/NCNGJ5StrategicPlansandPolicy>



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North Carolina National Guard Annual Survey (Maj Cowan)

The 2014 NCNG Annual Survey is now available at:
<https://www.surveymonkey.com/s/NCNGAnnualSurvey>

We are asking for every Soldier, Airmen and civilian of the North Carolina National Guard to complete the survey in order to continue our annual measurement for employee satisfaction, program and services awareness, and effectiveness of the current Campaign Plan. The survey will remain open until 30 June 2014. The results from the last two surveys (*previously called TAG Campaign Plan Survey*) have been published during Joint Planning Group Meetings and sent to Major Subordinate Command Administrative Officers. The results were also briefed at our last Senior Leader Workshop held in September 2013. If you are interested in learning more about surveys or have any questions, please contact Major Dale Cowan, J5 Personnel Survey Control Officer, at 919-664-6091 or dale.j.cowan.mil@mail.mil.

**Complete your
annual survey
today!**

[https://
www.surveymonkey.com/s/
NCNGAnnualSurvey](https://www.surveymonkey.com/s/NCNGAnnualSurvey)

Farewell to MAJ McIlvaine (LTC Moore)

The J5 shop bids farewell to MAJ Brian McIlvaine. We would like to say “thank you” for all the hard work MAJ McIlvaine has done for this organization since joining the J5 in September 2006. His efforts in launching the organization’s Continuous Process Improvement (CPI) and Lean Six Sigma (LSS) programs were instrumental in the program’s continued success. We wish him the best of luck as he joins the J3 as the Knowledge Management Chief!



J5 Communication Synch Workgroup (COMMSYNC) forms to develop key themes and messages for the North Carolina National Guard (LTC Marciniak)

A strategic communications goal nested in the 2014-2018 Campaign Plan is face-to-face engagements with the local population in order to raise awareness of the North Carolina National Guard to establish support and strengthen relationships. To support this effort, the COMMSYNC workgroup was formed to ensure the organization presents a synchronized communication strategy to our key audiences (guardsmen, families, citizens and stakeholders).

J5 Communication Synch Workgroup (COMMSYNC) forms to develop key themes and messages for the North Carolina National Guard (LTC Marciniak) (continued from page 4)

As stated in Joint Publication 1-02, the workgroup's primary focus is to understand and engage key audiences in order to create, strengthen, or preserve conditions favorable for the advancement of North Carolina National Guard interests, policies, and objectives through the use of coordinated themes, messages, and products synchronized using all appropriate mediums of communication.

The COMMSYNC workgroup meets bi-weekly and the current members are comprised of various G/J staff sections assigned to Joint Force Headquarters, Raleigh North Carolina. The workgroup is chaired by the Strategic Plans and Policy Officer (J5).

Goals :

1. Instill a sense of pride and esprit de corps into our citizen Soldiers and Airmen in order to recruit and retain the very best recruits for the future.
2. Persuade key audiences the North Carolina National Guard is the best value for our National Security, both at home and abroad.
3. Reinforce our strategic vision to key audiences that the North Carolina National Guard is a ready, reliable, responsive and relevant military force for our State and Nation.

Key tasks :

1. Provide Joint Forces Headquarters, Major Subordinate Commands, and Battalions with a sustainable, effective means to communicate and share information internally and externally.
2. Synchronize themes and messages to communicate effectively to key audiences.

Endstate:

North Carolina National Guard implements a synchronized common message communication strategy to our key audiences in order to build and strengthen relationships.

Additionally, with the help of Public Affairs Office and Knowledge Management sections, the COMMSYNC workgroup has established two separate websites. The first is an external Strategic Communications public website designed for our key audiences to visit and find valuable information regarding themes and messages or formal publications related to the North Carolina Army National Guard. The second website resides on North Carolina Guard Knowledge Online (NCGKO). This SharePoint site is intended to store information not accessible by the public and must be accessed using a Department of Defense Common Access Card (CAC). The majority of content will be stored on the public website. Most links on the internal SharePoint site will redirect back to the public page.

J5 Strategic Plans and Organizational Improvement

Joint Forces Headquarters
NGNC-J5
1636 Gold Star Drive
Raleigh, NC 27607

The North Carolina National Guard has actively participated in the NG CPI program since its inception in late 2009. We are one of the leading states on project execution as we continue to work closely with NGB on achieving our goal of a self-sustained NCNG CPI Program.

NCNG CPI Director: LTC Cristina Moore

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[NCGKO Continuous Process Improvement Site](#)

External Lean Six Sigma Events and Training *

LSS Distance Learning
through Army e-Learning
Program:

<https://usarmy.skillport.com>

Please note that you must be active Army, Army National Guard, Army Reservist, or DA Civilian to register for Army e-Learning.

Short Tours in NGB:

Opportunities for Black Belts exist at NGB for short tours in both Strategic Planning in the NGB J5 and the Business Transformation Office. Please contact LTC Cristina Moore at cristina.m.moore2.mil@mail.mil if interested.

For questions about the North Carolina National Guard Continuous Process Improvement program or to submit recommendations for future projects, click on the CPI Logo below or contact the POC listed above:



* External events and training opportunities are not endorsed by the North Carolina National Guard and funding is not currently programmed.